



Personnel & Readiness Information Management

Office of the Secretary of Defense (OSD) Manpower Initiative Action Group Meeting

August 23, 2012



Goal and Objectives

Goal:

To provide an OSD
Manpower System (OMS)
update

Objectives:

- Review accomplishments and current activities
- Provide updated data load schedule
- Discuss and vote on the new name for OMS
- Discuss contractor and personnel data issues
- Review next steps



OSD Manpower Initiative Accomplishments

- ▶ OSD Manpower Initiative Executive Council Kick-Off Meeting was held on June 19, 2012
 - Senior Executive Service (SES)-level participants expressed strong support for OMS and tasked the Action Group to address two issues:
 - Recommend if OMS needs to be rebranded, and if so, suggest a new name
 - Personnel data in OMS
- ▶ OSD Manpower Initiative Working Group Meeting was held on July 26, 2012 and provided participants a detailed demonstration of OMS
- ▶ Personnel & Readiness Information Management (P&R IM) has continued conducting one-on-one meetings with OSD, the Department of Defense (DoD) Inspector General (IG), and the non-intelligence Defense Agencies and DoD Field Activities (“4th Estate”)
- ▶ Joint Staff J-1 stood up the unclassified instance of OMS at a Defense Enterprise Computing Center (DECC) managed by Defense Information Systems Agency (DISA)
- ▶ Manpower file formats for initial loading into OMS have been defined



OSD Manpower Initiative Current Activities

- ▶ The full set of manpower table and field attributes required for OMS manpower management and reporting has been identified
 - Gaps between what is required and each organization's current data will be identified after all the data loads are complete
- ▶ Joint Staff J-1 submitted the Privacy Impact Assessment (PIA) and Interim Authority to Operate (IATO) for review and signatures
 - Data migration will begin and the data load schedule will be updated once they are signed
- ▶ A Directive-Type Memorandum (DTM) mandating the use of OMS has gone through formal coordination and comments are being adjudicated
- ▶ Currently, P&R IM is working with DLA to discuss and resolve concerns about the potential need for double entry of data in OMS and DCPDS



Anticipated OMS Implementation Schedule

- ▶ Mapping of organizations' data to OMS will begin once the IATO is signed

Task Name	Start Date
DeCA	August 2012
WHS	August 2012
DLSA/TRMC/OEA	September 2012
OSD	September 2012
TMA	September 2012
DFAS	October 2012
OIG	October 2012
DTRA	November 2012
DCMA	December 2012
DMA	December 2012
DLA	January 2013
DSCA	January 2013

Task Name	Start Date
DARPA	February 2013
DTSA	February 2013
DTIC	March 2013
DPMO	March 2013
PFPA	April 2013
DAU	April 2013
DHRA	May 2013
DSS	May 2013
MDA	June 2013
DCAA	June 2013
DoDEA	June 2013
DISA	July 2013

- ▶ Please note that the schedule may be adjusted based on any data load issues that arise



Name Issue

- ▶ Inputs were received from eight Action Group organizations regarding the name for OMS
- ▶ The majority of Action Group organizations (four vs. three, with one organization undecided) agreed the name “OSD Manpower System (OMS)” should be changed
- ▶ Nine new names were suggested, of which two were deemed viable:
 - Automated Manpower System (AMS)
 - Manpower Management System (MMS)
- ▶ On August 8, 2012, Action Group members were requested to coordinate with their organizations’ leadership in preparation for casting a vote for one of these two names during today’s Action Group meeting



Vote on the New OMS Name

- ▶ Please cast your organization's vote for either "Automated Manpower System (AMS)" or "Manpower Management System (MMS)" as the new name for OMS:

Org	AMS	MMS
DCPAS		
DMDC		
Joint Staff J-1		
Joint Staff J-8		
P&R IM		
P&R Readiness		
ODA&M		
TFP&RQ		



Contractor Data

- ▶ The issue of contractor data was raised during the Executive Council Kick-Off Meeting and the following points were emphasized:
 - DoD does not recognize contractor positions (billets) and they will not be established in OMS
 - Contractor information in OMS cannot be associated with position information in the system
 - Loading contractor personnel data in OMS may increase P&R's licensing costs
- ▶ On August 7, 2012, P&R IM requested Working Group organizations to provide more information about the contractor data they collect, how they use that data, and if they would like to house contractor data in OMS
 - Current responses indicate this may not be an issue
- ▶ Currently, there is an initiative underway to collect data required for the inventory of contracts for services in an enterprise-wide system similar to the Army's Contractor Manpower Reporting Application (CMRA)



Personnel Data

- ▶ The Executive Council also raised concerns about inclusion of personnel data in OMS during the transition; concerns included:
 - Version control in creating multiple entries in different systems and the need for data standardization
 - The potential to replicate personnel actions that should occur in Defense Civilian Personnel Data System (DCPDS) and the military personnel systems
- ▶ The Executive Council tasked the Action Group to look into these issues and report back to them in during the September 20, 2012 meeting
- ▶ Issues:
 - Some organizations are already maintaining civilian and/or military personnel information in their legacy systems for internal management and reporting
 - Several of these systems cannot be shut down unless the data is moved to OMS (e.g., WHS MILPERS) during the transition
 - Once the information exchanges are built in FY14, personnel data migrated from legacy systems to OMS will be replaced by the approved manning and personnel data provided by authoritative systems (i.e., DCPDS and the Services' personnel systems)



Personnel Data Approach

- ▶ Until the information exchanges are implemented, an interim solution needs to be put in place to allow approved organizations to migrate their military and civilian personnel data from their legacy systems into OMS
- ▶ Three systems, impacting 16 organizations, must be shutdown after migrating to OMS:

SYSTEM	TYPE of DATA	ORGANIZATIONS	DATA USED FOR
WHS MilPERS	Military position and personnel data	OSD, WHS, DTRMC, OEA, DLSA, DPMO, DARPA, MDA, PFPA, DoD IG, TMA, DTSA, DSCA	Military position and personnel management
JMMS	Civilian and military manning data	DCMA DSCA	Manpower management and DoDI 7730.64 reporting
MOMS	Civilian and military position and manning data	DTRA	Manpower management and DoDI 7730.64 reporting

- ▶ P&R IM is working with OSD and the 4th Estate to define the scope of the issue and collect the necessary data to identify the impacts
 - Once a way ahead is determined, P&R IM will update the Action Group



Next Steps

▶ P&R IM Actions:

- Continue to work with OSD and 4th Estate organizations to prepare for loading data into OMS
- Work with organizations that need to migrate manning and personnel data to OMS during the transition to identify interim data requirements and impacts
- Adjudicated DTM comments and forward the DTM for USD(P&R) signature
- Prepare for and conduct the September 20, 2012 Executive Council Meeting

▶ Joint Staff J-1 Actions:

- Continue to work with the DISA to get the PIA and ATO signed



Questions?

For more information about the OSD Manpower Initiative, please see the P&R IM Website: http://www.prim.osd.mil/init/init_osdmanpower.html